



22-115

The Secretary of State presents his compliments to their Excellencies and Messieurs and Mesdames the Chiefs of Mission and has the honor to refer to several changes in state, county and local minimum wage laws. This note supersedes any previous correspondence related to the subject addressed in the note.

On or about January 1, 2022, the minimum wage was increased in 21 states and 35 cities and counties. An additional four states and 22 local jurisdictions are expected to increase the minimum wage later in 2022, and more state, county and local jurisdictions may follow with minimum wage increases.

The Department of State's Office of Foreign Missions (OFM) emphasizes that all foreign missions are required to comply with minimum wage law as it relates to foreign mission staff. The Chiefs of Mission maintain an affirmative obligation to monitor any changes in the applicable minimum wage rates and to ensure, as needed, that employees are compensated for every hour worked, including overtime, as required under federal, state, and local law.

Accordingly, OFM would like to highlight the following changes. This list is not intended to be comprehensive. Missions may reference the U.S. Department of Labor website, at <https://www.dol.gov/agencies/whd/minimum-wage/state#>, for updates to the minimum wage in each state and/or contact OFM’s regional office for updates to the county or local minimum wage relating to foreign mission employees. Chiefs of Mission may also decide to seek the advice of an attorney in order to ensure legal compliance.

State	New Minimum Wage	Effective Date
Arizona	\$12.80	01/01/2022
California	\$15.00 (large employers) \$14.00 (small employers)	01/01/2022
Colorado	\$12.56	01/01/2022
Connecticut	\$14.00	07/01/2022
Florida	\$11.00	09/30/2022
Illinois	\$12.00	01/01/2022
Maryland	\$12.50 (large employers) \$12.20 (small employers)	01/01/2022
Massachusetts	\$14.25	01/01/2022
Michigan	\$9.87	01/01/2022
Missouri	\$11.15	01/01/2022
Nevada	\$10.50 (no health insurance) \$9.50 (with health insurance)	07/01/2022
New Jersey	\$13.00 (standard) \$11.90 (seasonal, small employers)	01/01/2022
New Mexico	\$11.50	01/01/2022
New York	\$15.00 (NYC, Long Island, and Westchester County) \$13.20 (Upstate)	12/31/2021
Oregon	\$13.50 (standard) \$14.75 (Portland)	07/01/2022

	\$12.50 (rural)	
Rhode Island	\$12.25	01/01/2022
Virginia	\$11.00	01/01/2022
Washington State	\$14.49	01/01/2022
Chicago, IL	TBD (large employers) \$14.50 (small employers) \$12.00 (youth)	07/01/2022
Los Angeles County, CA	TBD	07/01/2022
San Francisco, CA	\$16.32	07/01/2022
South San Francisco, CA	\$15.80	01/01/2022
Seattle, WA	\$17.27 (large employers, and small employers not providing medical benefits) \$15.75 (small employers providing med benefits)	01/01/2022
Washington, DC	\$16.10	07/01/2022

OFM expects Missions to monitor compliance with payment requirements and to ensure that employment contracts are updated accordingly. OFM further expects Mission leadership to help ensure that any back wages owed are paid.

The Department places a high priority on the fair and equitable treatment of all employees and appreciates the diplomatic community's cooperation to protect its employees and comply with labor laws. Questions regarding changes to minimum wage law may be directed to the Office of Foreign Missions at OFM-Policy@state.gov.

The Department notes there may be additional laws relating to the employment of domestic workers holding A-3 and G-5 visas. Questions on domestic worker employment may be directed to the Office of the Chief of Protocol at domesticworkers@state.gov.

Department of State,

Washington, January 25, 2022.

A handwritten signature in blue ink, consisting of several overlapping loops and strokes, positioned to the right of the date.